

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Personnel Department	Joan Matheson / 386-9081	Greg Shiring / 386-4085

Legislation Title:

AN ORDINANCE, relating to City employment, to be known as the 2013 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2013.

Summary of the Legislation:

This legislation proposes the 2013 adjustments to the pay structures for various discretionary pay programs including the Accountability Pay Executives Program (APEX), Manager and Strategic Advisor Compensation Programs, the Information Technology Professional Compensation Program (ITP), the Investments/Debt Director Compensation Program, the Electric Utility Executive Compensation Program (EUE), the Power Marketer Compensation Program, the Legislative Department's Broadbands, the Hearing Examiner's Pay Band, the Mayoral Staff Assistant Discretionary Pay Program, the Assistant City Attorney Compensation Program, and the City Light Superintendent Compensation Program.

Background:

Various pay programs, collectively known as discretionary pay programs, provide for annual or biennial review of the salary structures in order to remain competitive in the labor market. These adjustments do not automatically create additional costs.

Please check one of the following:

☐ **This legislation does not have any financial implications.**

☒ **This legislation has financial implications.**

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide additional appropriation authority in 2013 or 2014. Any new costs associated with pay structure adjustments will be absorbed within the departments' 2013-2014 Adopted Budget.

Other Implications:

a) Does the legislation have indirect financial implications, or long-term implications?

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide additional appropriation authority in 2013 or 2014. This legislation presumes any new costs associated with individual pay

structure adjustments will be absorbed within respective departments' 2013-2014 Adopted Budgets.

b) What is the financial cost of not implementing the legislation?

NA

c) Does this legislation affect any departments besides the originating department?

This legislation provides adjustments to the pay structures for the various discretionary pay programs. The discretionary pay programs include positions across all city departments.

d) What are the possible alternatives to the legislation that could achieve the same or similar objectives?

There are no alternatives available at this time.

e) Is a public hearing required for this legislation?

No.

f) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

g) Does this legislation affect a piece of property?

No.

h) Other Issues: None

List attachments to the fiscal note below: None